

TENNESSEE COLLEGE OF APPLIED TECHNOLOGY – ELIZABETHTON

2019 Governor's Investment in Technical Education (GIVE)

NURSE - Northeast TN United Response for Successful Education

Tennessee College of Applied Technology – Elizabethton

IN PARTNERSHIP WITH:

1. Northeast Tennessee Local Workforce Development Board
2. Northeast State Community College
East Tennessee State University
3. Unicoi County Schools
Washington County Schools
4. Ballad Health
National Health Care (NHC)

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Funding requested:

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President of Higher Education Institution
Fiscal Agent



Project Director (Lead Entity)

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Abstract

The Northeast Tennessee (TN) region has a shortage of licensed nurses at all educational levels. Our proposed Northeast TN United Response for Successful Education (NURSE) grant activities incorporate the concept of stackable credentials. The Work-Based Learning (WBL) process begins with elementary school and extends to post-secondary education. The outcome is to reduce the gap between the production of nurses and the number of vacant positions at the bedside in healthcare agencies.

Early career awareness for students in elementary grades will create an introduction to the nursing profession. Continued development of this awareness in late elementary and middle school students will strengthen their understanding of nursing as a career. At the next level, high school students may enroll in Health Science Programs and complete the first nursing industry certification as a Certified Nursing Assistant (CNA). All CNAs and others will have an opportunity to pursue post-secondary certifications (Licensed Practical Nursing) or degrees (Associate of Applied Science in Nursing or Bachelor of Science in Nursing) leading to nursing licensure.

Grant partnerships between Tennessee College of Applied Technology - Elizabethton (TCAT-E) have been identified. These include one (1) local workforce development agency, two (2) county public school systems, two (2) post-secondary state educational institutions, and two (2) healthcare industry partners. Through collaboration these partnerships will reduce financial barriers; provide introductory and focused career education; offer career advancement, skill development, and degree attainment opportunities; and allow for quality work-based learning experiences.

Section 1: Demonstration of Need

Alignment with Tennessee's Drive to 55

Tennessee's Drive to 55 is a state initiative with the purpose of equipping 55 percent of citizens with a certificate or a college degree by the year 2025. Changes in the national health care environment and population in the recent past have significantly impacted the work environment opportunities for licensed nurses. The proposed grant will increase overall higher educational attainment in the region and provide opportunities for citizens to obtain post-secondary credentialing in the nursing profession.

Localized data demonstrating the need for action

The need for action is identified in data from the US Department of Labor, Bureau of Labor Statistics, Tennessee Higher Education Commission (THEC), Tennessee Department of Labor and Workforce Development, and the Tennessee Department of Economic and Community Development's Center for Economic Research. The national demand for LPNs is projected to grow faster than supply, beginning in 2022 (HRSA, 2019). Only 21.9% of the future demand for LPNs will be provided by TN. In support of this data, the Academic Supply and Occupational Demand in Tennessee (Tennessee Higher Education Commission, 2019), LPNs are in demand in all nine regions of the state. Overall, practical nurses are graduating and obtaining licensure in our region, but the numbers are not great enough to significantly impact the vacancies found in our hospital facilities. The Registered Nurse (RN) workforce is anticipated to increase by 15% nationally with a growth of 438,100 nurses needed from 2016-2026. In TN, RN needs are projected to increase by 18.9% for the same period with an additional 11,030 RNs needed. The average annual unfilled registered nurse openings are 4,320 across the state

(2019). In addition, Academic Supply and Occupational Demand in Tennessee (Tennessee Higher Education Commission, (2019), noted that outlook for RNs is “positive” with projected needs for 2026 of 69,280 RNs with 4,315 annual openings for RNs which mirrors the US Department report noted above.

The cost of living impacts the need for implementation of grant activities to address the nursing shortage. According to the Massachusetts Institute of Technology’s (MIT) Living Wage Calculator, a single adult’s wage in Washington and Unicoi Counties is \$10.16 per hour, which equates to an annual income of \$21,133. According to Jobs4TN the current median wage for an LPN in Northeast Tennessee is \$36,701, signifying a 73% increase above the Livable Wage. The LPN annual income is representative of three times the poverty wage (\$12,147.20). Furthermore, according to the US Department of Bureau of Labor and Statistics, the annual income for RNs in the state of TN is \$59,350. In further support, the Tennessee School Board Association occupational information identified annual openings in Washington and Unicoi counties for LPNs will increase at a rate of 23.4% and RN openings will increase at a rate of 26.9%.

Our partner school systems’ Drive to 55 Data documents progression toward the program’s established goals. Free Application for Federal Student Aid (FAFSA) filing rates increased statewide by 18%, Washington County by 12%, and Unicoi County by 38% between 2018 and 2019. TCAT-E enrollment from Unicoi County High School is less than five students and Washington County high schools is 23 students. To ensure continued progression in the achievement of Drive to 55 goals, college enrollment rate must increase by five percent, nine students in Unicoi County and 61 in Washington County.

Clear linkages between grant activities and local needs

The proposed NURSE grant project will include early recruitment of upcoming potential college students into the nursing education process. Grant partners and activities will introduce elementary school children to the nursing career through participation school-based activities. Early awareness of the nursing field will allow elementary students to explore nursing as a potential career. As the elementary student transitions to middle school, emphasis on the nursing profession will be enhanced as students begin to select their Programs of Study to pursue in high school. Specific career exploration activities will be conducted with middle school students. Career training with Certified Nursing Assistant (CNA) classes. These programs will be offered at all partner high schools while also being offered through Ballad Health, one of our industrial partners. Outreach will be extended to these students through recruitment for the LPN program at TCAT-E. After obtaining the PN diploma, recruitment will continue for employment and continuing education with the overall goal of becoming an RN. The above initiatives will provide workforce opportunities for the region's residents to become employed in high-demand, high-skill nursing occupations.

Section 2: Program Plan

Detailed project timeline and overview

A detailed project timeline and overview providing month-to-month committee convenings, activities, and actions will be provided in **Appendix A**. The timeline for these activities will be coordinated with and complementary to the academic and activities calendar for each school in our focus counties. Activities will be cyclical in nature. Beginning with

exploration and progressing to immersion, our grant activities will support the Work-Based Learning continuum as displayed below.

Work Based Learning (WBL) Continuum

Focus	Grade Level	Activity
Industry Awareness	Elementary School K-5	Family Night Events at School
Career Exploration	Middle School 6-8	Surveys/Tours/Visits to Classrooms
Career Training	High Schools	Clinicals/Volunteer/CNA
Career Licensure	TCAT-E	Licensed Practical Nurse Curriculum
Career Advancement	NeSCC and ETSU	Associate of Applied science in Nursing (RN) Bachelor's of Science in Nursing (RN)

In the elementary population the intent is to focus on career awareness. Older elementary students will advance to more life-like activities. Middle school students in both of our partner county school systems will begin a more formal process of exploration. Many of our middle school students participate in an off-site Career Quest event. Seventh grade students access a career interest survey and aptitude assessment in their standard curriculum. Students interested in a nursing career can be identified and captured. These students will be invited to the TCAT-E campus and/or high school classroom to engage in challenging nursing based learning activities and hands-on tasks with high-tech manikins and equipment.

Recruitment will begin at this level for community service and volunteer programs at partner industry settings and enrollment in the Nursing Education Program of Study in high school. This recruitment will focus on CNA tracks available in high schools and an alternate CNA track to be provided by Ballad Health. This alternate CNA track will potentially capture students

ineligible for high school tracks due to scheduling, extracurricular activities, or part-time jobs. Flexibility of scheduling and the offer of employment will reduce barriers and increase accessibility to the program. Parents will be notified of available options and opportunities. Adult family members will be recruited for enrollment into the educational path at this point.

Once in high school, student experiences and career training will be enhanced with enrichment activities delivered by industry partners and incorporation of training equipment provided by grant funds. Eligible students will be recruited for age appropriate volunteer placements and employment. Traditional career planning activities at the high school level will be augmented by facility tours and classroom/skills lab visits to higher education institutions.

TCAT-E will deliver practical nursing curriculum to enrolled students and upon successful completion of the 12 month program creates eligibility for licensure as a LPN. Through engaging activities during site visits and tours middle and high school students will be recruited for enrollment for TCAT-E.

NeSCC will provide admission information for pending TCAT-E graduates by visiting TCAT-E PN graduating cohort students. NeSCC also facilitates dual enrollment courses for students in partner high schools for general education requirements toward degrees, which decreases the time and financial burden towards degree completion. NeSCC will have representatives present on the NURSE Grant Steering Committee and participate in grant enrichment activities.

For eligible TCAT-E graduates, ETSU will increase admission to the LPN to BSN program by 10%. Also, ETSU will provide admission information for pending TCAT-E graduates by visiting TCAT-E PN graduating cohort students.

Clear alignment with workforce data and Drive to 55 goals

Drive to 55 data (2017) in Tennessee demonstrates that of the 47% of 2016 graduates concentrating in a career cluster in CTE only three percent enrolled in technical school.

Economically disadvantaged were significantly less likely to enroll. Our recruitment efforts must be refined to focus on unique aspects of nursing education, financial support and the most fluid paths. Our efforts must also continue to pursue the potential development of high school based dual-enrollment opportunities and articulating credits for CNAs entering the Practical Nursing program at TCAT-E.

There are currently two identified early post-secondary opportunities (EPSOs) available for high school students in our partnering systems. The first being CNA certification, which can be earned prior to high graduation through enrollment in the Health Science Program of Study or the alternate program as a Ballad team member. The second being transferable college credits, which can be earned in high school that meet general education requirements for NESCC and/or ETSU to continue their educational path.

Measurable objectives for each phase of the project

The measurable objectives for the industry and career awareness phase of the project will focus on participation in family nights and career fairs at the elementary school level.

Specific career exploration phase objectives are related to middle school students visiting high school or TCAT-E classrooms where nursing education is delivered. Career preparation phase will provide high school students with field trip visits to post-secondary and industry partners.

Eligible high school students will have access to enrollment in CNA certification programs.

Specific career training opportunities are available with admission to postsecondary partner

institutions for eligible students choosing to pursue growth in the nursing field. The specific measurable objectives for each phase of the NURSE Grant are identified and included in Appendix A.

Recruitment of underrepresented student groups

Traditionally, nursing has been a female concentrated profession although more males are entering the nursing profession. Becker Hospital Review has published (2017) on its website that Tennessee lags behind the nation with one male nurse for each 11.3 female nurses as compared to the nation where the ratio is one male nurse to 9.5 female nurses. More males are needed in the nursing profession. Appendix B shows the number of male vs female students enrolled in the 2018-2019 academic year at our partner high schools. These numbers represent the upcoming graduates and CNAs potentially pursuing a career in the nursing field. Female students in Health Science programs outnumber males with ratios ranging from one male to 2.4 females (Unicoi), 2.7 females (Boone) and 3.8 females (Crockett). There is a documented underrepresentation of males at the high school level and the nursing profession. Specific efforts will be directed at recruiting male students at all levels using gender neutral materials and approaches. Industry partners will provide male role models. Industry and education partners will introduce males to the fast-paced, high-tech work environment of today's nursing profession in health care.

Project governance and accountability plan

As lead entity, TCAT-E will be responsible for coordinating all grant partners, managing partner participation, reporting, auditing, and accounting for all grant activities. Publishing of schedules (meetings and activities) and adherence to timelines will be the responsibility of the

lead agency. Monthly steering committee meetings will encourage adherence and participation. Minutes will be kept and distributed to steering committee members.

Structure of the optional Work-Based Learning (WBL) program

Along with our identified partners, we intend to implement a plan of activities that reflect the goals of the WBL model. Beginning in elementary school and continuing through TCAT-E we will describe an organized progression of activities and engagements with students that provides students with a meaningful and coherent path toward a future career in nursing as an LPN. We will continue to build on this plan to include exposure to continued education and workforce development opportunities at NeSCC and ETSU as degreed students and licensed Registered Nurses.

The capstone will include clinical practicum experiences which will culminate in employment opportunities with industry partners. Employment with our industry partners can begin at the high school level and continue as education progresses. This illustrates the stackable nature of nursing education and industry certification/licensure. The capstone element facilitates transition from student to nurse.

Role of proposed equipment request

Grant activities will focus on concentrated efforts to engage students early with meaningful WBL experiences. Ultimately, students will have clinical experiences in facilities where there are nursing shortages and be encouraged to obtain employment in these settings. Students will receive education, training, and assessments with equipment that is consistent with equipment they will use in clinical settings and employment with performance of daily duties. By leveraging the consistency of equipment the nursing education process and path will

become more fluid. Grant funding is requested for the purchase of durable medical and educational supplies and equipment. Included items are high fidelity simulation manikins, Dynamaps, electronic hospital beds, and state of the art Cardiopulmonary Resuscitation (CPR) training supplies.

Section 3: Strength of Partnership

Detailed description of each mandatory partner's role in implementation of the identified program

The roles of mandatory partners are necessary to accomplish the goals of this grant. Combined expertise and resources will contribute to success in all areas. TCAT-E provides nursing education leading to licensure as an LPN. NeSCC and ETSU provide nursing education toward licensure as an RN, with an Associate's or Bachelor's Degree, respectively. The Northeast Tennessee Workforce Development Board provides financial programs and other beneficial resources to support students in these educational programs. Secondary education partners provide career focused education including CNA training leading to certification. Industry partners provide work-based clinical placements, volunteer and employment positions. Both industry partners encourage and promote continued education and higher skill development. All partners will be involved in recruitment. All partners will be involved in eliminating barriers and increasing accessibility to a seamless path toward becoming a licensed and skilled nurse to fill nursing vacancies where they exist.

Capabilities of each mandatory partner in ensuring project success

CNA programs in the high schools have affiliation agreements with health care industry which provide clinical space and training. All post-secondary academic institutions in this grant have affiliation agreements with Ballad Health and other facilities for the same purpose.

There are two opportunities for students to accelerate their nursing educational path. NeSCC and ETSU accept most dual credits earned as a high-school student toward general education requirements. An LPN can receive prior learning credit toward an LPN to RN Bridge program at NeSCC towards an Associate of Applied Science in Nursing Degree (AAS). LPNs enrolled in the LPN to BSN (RN) program at ETSU receive articulation credit for prior educational attainment in the LPN program.

Nursing care is the foundation and common thread for each partner's commitment to the NURSE Grant. Each partner has spent many years developing and fostering relationships to grow and maximize quality nursing care being delivered in Northeast Tennessee to our community members.

Memorandum of Understanding (MOU) outlining the partnership agreement

The attached MOU (Appendix C) documents the formal agreements between mandatory partners committed to the NURSE Grant project. Each partner has agreed to contribute to WBL activities associated with this grant. Awareness and learning experiences have been collaboratively designed in a progressive fashion to foster the growth process of skill development towards stackable credentials. Investment in the NURSE Grant benefits each partner as evidenced by increasing numbers of potential students and employees, fulfilling its vision to "Engage Students - Create Nurses".

Letters of support and/or commitment from local and area employers.

The attached letters of support (Appendix D) demonstrate support and capacity for participation in the NURSE Grant project.

Section 4: Budget Plan

Clear alignment between funding request and grant activities

Our funding request for high-tech equipment is multi-purpose. Primarily there will be continuity between partners when utilizing high fidelity manikins and nursing equipment utilized by students. Exposure to highly technical and computerized equipment will incentivize students to seek high quality learning experiences and increase positive learning outcomes. Technology will be used to inspire students to choose health care in general, and nursing specifically. Budget line items are related to each of the five focus areas in our detailed program plan (Appendix A)

Focus Line Item Reference	Category	Amount
5	Salaries, Benefits, Taxes	\$117,782.00
1, 2, 3, 4, 5	Supplies, Printing, Publications	24,600.00
1, 2, 3, 4, 5	Travel, Conference, Meetings	10,830.00
5	Other Non-Personnel Expenses	6,500.00
2, 3	Capital Purchases	325,584.00
All	Indirect (8%)	38,824.00
Total Costs		\$524,120.00

Salaries, Benefits & Taxes: Salary compensation for full-time employees of lead entity and fiscal agent. Hourly wage compensation for alternate CNA program instruction.

Supplies, Printing, Publications: Production of information documents, supply list for CNA and Practical Nursing curriculum delivery.

Travel, Conferences & Meetings: One conference for two days for two people totals \$846.00. Student transportation via bus to twelve NURSE Grant events totals \$1,242.00. The cost of four grant partners to travel to thirty-three school based Family Night and Career Fair events is estimated to equal fifty miles per partner at \$0.47/mile totaling \$3,102.00. Thirty monthly Steering Committee Meetings will require at least eight partner representatives to travel at an estimated cost of \$5,640 total.

Other Non-Personnel Expenses: Marketing for grant activities will be identified not to exceed \$5,000.00. Testing fees for fifteen students in the alternate CNA program totals \$1,500.00.

Capital Purchases: Please see table below.

Item	Each	Quantity	Total	Location
Laptop computers	\$1,955.00	15	\$29,325.00	Online CNA testing site at Ballard
Hospital Beds w/Overbed tables	\$3,035.50	4	\$12,142.00	One at each high school classroom and one at CNA testing site at Ballard
Dynamap (Vital Signs)	\$2,600.00	5	\$13,000.00	One at each high school, TCAT-E classroom and one at CNA testing site at Ballard
Nursing Anne Simulator, Training and Warranty	\$65,000.00	4	\$260,000.00	One at each high school classroom and one at CNA testing site at Ballard
AED Trainers	\$400.00	4	\$1,600.00	One in each High School classroom and one at TCAT-E
CPR Training Kits	\$2,379.25	4	\$9,517.00	One kit in each HS classroom and one at TCAT-E

Explanation of any anticipated indirect costs associated with the implementation and administration of the grant

Indirect costs included in this budget will be associated with TCAT-E performing administrative functions. These costs include providing project reports, financial information and information to support project evaluation.

Section 5: Sustainability

Detailed plan for sustaining the program beyond the 30-month funding period

The MOU is evidence of a commitment to further dialogue and collaboration. More educational articulations and dual-credit options are needed. The grant partners are committed to continued efforts to ensure high school students are offered the highest quality educational opportunities without prohibitive time and financial investment toward industry certifications as they pursue a nursing career. More work is needed to increase the scope and scale of early post-secondary opportunities (EPSOs) and articulation credits available. Grant partners acknowledge and anticipate these efforts extending beyond the 30-month grant period.

Detailed plan for maintaining communication and sharing resources among all program partners beyond the 30-month funding period

All grant partners will have membership on the NURSE Steering Committee which will meet at least monthly during the grant period. TCAT-E and each high school will share membership on Advisory Councils for each program. Advisory Councils, required of Career Technical Education and Vocational (CTE) programs, meet at least twice a year. A representative from each partner on this grant project will be identified as a member of

another partner's Advisory Council. This platform lends itself to the formal commitment for information sharing between partners as required in this grant project.

Detailed description of availability of long-term resources to house, maintain, and/or repair equipment

Each secondary classroom, TCAT-E and Ballad Health will be responsible to house purchased and provided equipment upon delivery at each facility. The warranty period for the most expensive equipment lasts beyond the duration of the grant period. Facilities housing and maintaining this equipment will have opportunity to develop funding as a long-term plan.

Detailed commitment and strategy of private industry to maintain a GIVE-developed WBL program beyond the 30-month funding period

The partners on the MOU have committed to specific collaboration for the grant period and beyond. Partnership with others, including those supplying letters of support, have been forged through active working relationships. Affiliation and articulation agreements will sustain WBL aspects of these relationships beyond the grant period.

Section 6: Economic Status Acknowledgement

All feeder schools for the sole high school in the Unicoi County School System are Title 1 schools. This low income status supports the recognition of Unicoi County as an "At-Risk" county based on the Appalachian Regional Commission (ARC) Index. This same Index classifies Washington County as "Transitional" where one of our partnering high schools (David Crockett High School) is considered a Title 1 school. Many of the feeder schools for Daniel Boone High School are Title 1. Economic disadvantage is documented in these communities.

A representative from Northeast Tennessee Workforce Development Board, a mandatory partner, will be present at all school site based functions. When parents and adult siblings are present at any of our grant activities, recruitment of adult students into the alternate Ballad CNA program and the TCAT-E Practical Nursing program will be conducted. Supported by workforce development resources, partners will recognize financial issues and attempt to break the generational cycle of poverty where it exists. Our program offers an accelerated path into a career area that offers livable incomes that exceed poverty levels.

The outcomes of the NURSE Grant will positively impact our communities and citizens. Some will experience achievement of education goals through coaching related to WBL activities. Some will benefit from having highly skilled nurses in our healthcare workforce.

Appendix A

Focus	Population involved	Measurable Objective	Month	Activities	Budget Item Request																																																												
Contracts awarded			November/December 2019 Month #1 January 2020																																																														
Focus #1 Early awareness of the nursing field will allow elementary students to explore potential nursing careers.	Elementary Students	Participate in at least four (4) Family Night each fall at eligible schools in Unicoi and Washington Counties providing career exploration opportunity.	<table><tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td></tr><tr><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>X</td><td>X</td><td></td><td></td><td></td></tr></table> <table><tr><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td></tr><tr><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>X</td><td>X</td><td></td><td></td><td></td></tr></table> <table><tr><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td></tr><tr><td></td><td></td><td></td><td></td><td></td><td></td></tr></table>	1	2	3	4	5	6	7	8	9	10	11	12								X	X				13	14	15	16	17	18	19	20	21	22	23	24								X	X				25	26	27	28	29	30							Family Nights Annually in Fall	Mileage Supplies Printing
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		Host one (1) Nursing Career Fair each spring at eligible schools in Unicoi and Washington Counties providing career exploration opportunity.	<table><tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td></tr><tr><td></td><td></td><td></td><td></td><td>X</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr></table> <table><tr><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td></tr><tr><td></td><td></td><td></td><td></td><td></td><td>X</td><td></td><td></td><td></td><td></td><td></td><td></td></tr></table> <table><tr><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td></tr><tr><td></td><td></td><td>X</td><td></td><td></td><td></td></tr></table>	1	2	3	4	5	6	7	8	9	10	11	12					X								13	14	15	16	17	18	19	20	21	22	23	24						X							25	26	27	28	29	30			X				Career Fair Annually in Spring	Mileage Supplies Printing
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		Visit at least 20% of eligible fifth grade classrooms in Unicoi and Washington Counties to continue introduction of nursing as a profession.	<table><tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td></tr><tr><td></td><td></td><td></td><td></td><td>X</td><td></td><td></td><td>X</td><td></td><td></td><td></td><td></td></tr></table> <table><tr><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td></tr><tr><td></td><td></td><td></td><td></td><td></td><td>X</td><td></td><td>X</td><td></td><td></td><td></td><td></td></tr></table> <table><tr><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td></tr><tr><td></td><td></td><td>X</td><td></td><td></td><td></td></tr></table>	1	2	3	4	5	6	7	8	9	10	11	12					X			X					13	14	15	16	17	18	19	20	21	22	23	24						X		X					25	26	27	28	29	30			X				Classroom visits Annually in Fall and Spring	Mileage Supplies Printing
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Focus #2 Specific career exploration activities will be conducted with middle school students.	Middle School students	Provide at least one tour for each eligible seventh grade in Unicoi and Washington Counties.	<table><tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td></tr><tr><td></td><td></td><td></td><td></td><td>X</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr></table> <table><tr><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td></tr><tr><td></td><td></td><td></td><td></td><td></td><td>X</td><td></td><td></td><td></td><td></td><td></td><td></td></tr></table> <table><tr><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td></tr><tr><td></td><td></td><td>X</td><td></td><td></td><td></td></tr></table>	1	2	3	4	5	6	7	8	9	10	11	12					X								13	14	15	16	17	18	19	20	21	22	23	24						X							25	26	27	28	29	30			X				Field Trips to high school nursing education classrooms Annually in Spring	Bus Driver Mileage Per Diem Durable equipment in budget appendix
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		Provide one tour for each eligible eighth grade in Unicoi and Washington Counties.	<table><tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td></tr><tr><td></td><td></td><td></td><td></td><td>X</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr></table> <table><tr><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td></tr><tr><td></td><td></td><td></td><td></td><td></td><td>X</td><td></td><td></td><td></td><td></td><td></td><td></td></tr></table> <table><tr><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td></tr><tr><td></td><td></td><td>X</td><td></td><td></td><td></td></tr></table>	1	2	3	4	5	6	7	8	9	10	11	12					X								13	14	15	16	17	18	19	20	21	22	23	24						X							25	26	27	28	29	30			X				Field Trips to TCAT-E nursing education classrooms Annually in Spring	Bus Driver Mileage Per Diem Supplies
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Focus #3 Career Training for students who identify nursing as a will have the opportunity to participate in CNA education while in high school or alternate CNA program on non-traditional schedule.	High School students	Provide at least one (1) tour for each eligible ninth grade in Unicoi and Washington Counties.	<table><tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td></tr><tr><td></td><td></td><td></td><td></td><td>X</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr></table> <table><tr><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td></tr><tr><td></td><td></td><td></td><td></td><td></td><td>X</td><td></td><td></td><td></td><td></td><td></td><td></td></tr></table> <table><tr><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td></tr><tr><td></td><td></td><td>X</td><td></td><td></td><td></td></tr></table>	1	2	3	4	5	6	7	8	9	10	11	12					X								13	14	15	16	17	18	19	20	21	22	23	24						X							25	26	27	28	29	30			X				Field Trips to either post-secondary nursing education partners (NeSCC or ETSU) nursing education Skills/Simulation classrooms Annually in Spring	Bus Driver Mileage Per Diem Supplies
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		Provide at least one (1) tour for each eligible tenth grade in Unicoi and Washington Counties.	<table><tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td></tr><tr><td></td><td></td><td></td><td></td><td>X</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr></table> <table><tr><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td></tr><tr><td></td><td></td><td></td><td></td><td></td><td>X</td><td></td><td></td><td></td><td></td><td></td><td></td></tr></table> <table><tr><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td></tr><tr><td></td><td></td><td>X</td><td></td><td></td><td></td></tr></table>	1	2	3	4	5	6	7	8	9	10	11	12					X								13	14	15	16	17	18	19	20	21	22	23	24						X							25	26	27	28	29	30			X				Field Trips to nursing industry partners Annually in Spring	Bus Driver Mileage Per Diem Supplies
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		Offer at least one (1) CNA course in Unicoi and Washington County on a non-traditional schedule	<table><tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td></tr><tr><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr></table> <table><tr><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td></tr><tr><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>X</td><td></td><td></td></tr></table> <table><tr><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td></tr><tr><td></td><td></td><td></td><td></td><td></td><td></td></tr></table>	1	2	3	4	5	6	7	8	9	10	11	12													13	14	15	16	17	18	19	20	21	22	23	24										X			25	26	27	28	29	30							CNA certification opportunity In Fall	State Testing Fee Laptops for testing Ballad Based testing site
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		Offer employment to 100% of eligible students in the non-traditional class through Ballad Health	<table><tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td></tr><tr><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>X</td><td></td><td></td></tr></table> <table><tr><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td></tr><tr><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>X</td><td></td></tr></table> <table><tr><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td></tr><tr><td></td><td></td><td>X</td><td></td><td></td><td></td></tr></table>	1	2	3	4	5	6	7	8	9	10	11	12										X			13	14	15	16	17	18	19	20	21	22	23	24											X		25	26	27	28	29	30			X				Employment Opportunities Annually in Fall or Spring	In kind
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Focus #4 All CNAs and others will have an opportunity to pursue post-secondary certifications (Licensed Practical Nursing) or degrees (Associate of Applied Science in Nursing or Bachelor of Science in Nursing) leading to nursing licensure.	PN Students	Increase admission to the LPN TCAT -E program by 10%.	<table><tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td></tr><tr><td></td><td></td><td></td><td>X</td><td></td><td></td><td></td><td>X</td><td></td><td></td><td></td><td>X</td></tr></table> <table><tr><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td></tr><tr><td></td><td></td><td></td><td></td><td>X</td><td></td><td></td><td></td><td>X</td><td></td><td></td><td>X</td></tr></table> <table><tr><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td></tr><tr><td></td><td></td><td></td><td>X</td><td></td><td></td></tr></table>	1	2	3	4	5	6	7	8	9	10	11	12				X				X				X	13	14	15	16	17	18	19	20	21	22	23	24					X				X			X	25	26	27	28	29	30				X			PN curriculum delivery Ongoing	
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		Provide admission information for pending TCAT-E graduates by visiting TCAT-E PN graduating cohort students.	<table><tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td></tr><tr><td></td><td></td><td></td><td>X</td><td></td><td></td><td></td><td>X</td><td></td><td></td><td></td><td>X</td></tr></table> <table><tr><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td></tr><tr><td></td><td></td><td></td><td></td><td>X</td><td></td><td></td><td></td><td>X</td><td></td><td></td><td>X</td></tr></table> <table><tr><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td></tr><tr><td></td><td></td><td></td><td>X</td><td></td><td></td></tr></table>	1	2	3	4	5	6	7	8	9	10	11	12				X				X				X	13	14	15	16	17	18	19	20	21	22	23	24					X				X			X	25	26	27	28	29	30				X			Associate of Applied Science in Nursing Program (NeSCC) Quarterly	Mileage
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		Increase admission to the LPN to BSN with TCAT-E graduates by 10%.	<table><tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td></tr><tr><td></td><td></td><td></td><td></td><td>X</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr></table> <table><tr><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td></tr><tr><td></td><td></td><td></td><td></td><td></td><td>X</td><td></td><td></td><td></td><td></td><td>X</td><td></td></tr></table> <table><tr><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td></tr><tr><td></td><td></td><td></td><td></td><td></td><td></td></tr></table>	1	2	3	4	5	6	7	8	9	10	11	12					X								13	14	15	16	17	18	19	20	21	22	23	24						X					X		25	26	27	28	29	30							Bachelor of Science in Nursing Program (ETSU) during admission cycles.	
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ocus #5 Coordinate, develop, and oversee, and implement NURSE grant activities.	Steering Grant members	Produce information flyers related to all events contained in the NURSE grant.	<table><tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td></tr><tr><td></td><td></td><td></td><td>X</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr></table> <table><tr><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td></tr><tr><td></td><td></td><td></td><td>X</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr></table> <table><tr><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td></tr><tr><td></td><td></td><td></td><td>X</td><td></td><td></td></tr></table>	1	2	3	4	5	6	7	8	9	10	11	12				X									13	14	15	16	17	18	19	20	21	22	23	24				X									25	26	27	28	29	30				X			Publications and Advertisement Annually in Spring	Flyers Programs Mileage
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	Participate in simulation training as needed.	<table><tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td></tr><tr><td></td><td></td><td></td><td>X</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr></table> <table><tr><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td></tr><tr><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr></table> <table><tr><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td></tr><tr><td></td><td></td><td></td><td></td><td></td><td></td></tr></table>	1	2	3	4	5	6	7	8	9	10	11	12				X									13	14	15	16	17	18	19	20	21	22	23	24													25	26	27	28	29	30							Training	Training by manufacturer based on delivery date.
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	Participate in monthly meetings to coordinate NURSE grant functions.	<table><tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td></tr><tr><td>X</td><td>X</td><td>X</td><td>X</td><td>X</td><td>X</td><td>X</td><td>X</td><td>X</td><td>X</td><td>X</td><td>X</td></tr></table> <table><tr><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td></tr><tr><td>X</td><td>X</td><td>X</td><td>X</td><td>X</td><td>X</td><td>X</td><td>X</td><td>X</td><td>X</td><td>X</td><td>X</td></tr></table> <table><tr><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td></tr><tr><td>X</td><td>X</td><td>X</td><td>X</td><td>X</td><td>X</td></tr></table>	1	2	3	4	5	6	7	8	9	10	11	12	X	X	X	X	X	X	X	X	X	X	X	X	13	14	15	16	17	18	19	20	21	22	23	24	X	X	X	X	X	X	X	X	X	X	X	X	25	26	27	28	29	30	X	X	X	X	X	X	Assessment and Evaluation of NURSE Grant activities. Sustainability. Reporting every six months. Ongoing monthly Steering Committee meeingings.	Mileage Printing
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	Communicate with school district administrators at each level regarding WBL at the beginning of each school year and as needed.	<table><tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td></tr><tr><td></td><td></td><td></td><td>X</td><td>X</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr></table> <table><tr><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td></tr><tr><td></td><td></td><td></td><td>X</td><td>X</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr></table> <table><tr><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td></tr><tr><td></td><td>X</td><td>X</td><td></td><td></td><td></td></tr></table>	1	2	3	4	5	6	7	8	9	10	11	12				X	X								13	14	15	16	17	18	19	20	21	22	23	24				X	X								25	26	27	28	29	30		X	X				Communication Ongoing Increased prior to each event	
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APPENDIX B

Gender Data

SCHOOL	Total Enrollment		Health Science Enrollment		Percentages in Health Science	
	M	F	M	F	M	F
Daniel Boone High School	615	664	99	273	27%	73%
David Crockett High School	588	574	85	327	21%	79%
Unicoi County High School	425	369	31	75	29%	71%

Appendix C

Memorandum of Understanding

Between

Ballad Health/Unicoi County Schools/Washington County Department of Education/Northeast

State Community College/East Tennessee State University

And

Tennessee College of Applied Technology

Elizabethton, TN

This agreement is made between Tennessee College of Applied Technology - Elizabethton located at 426 TN-91, Elizabethton, TN 37643 (hereinafter TCAT-E), Ballad Health 303 Med Tech Pkwy, Johnson City, TN 37604 (hereinafter Ballad), Unicoi County Schools located at 100 Nolichucky Ave., Erwin, TN 37650 (hereinafter Unicoi), and Washington County Department of Education located at 405 W. College St., Jonesborough, TN 37659 (hereinafter WCDE), Northeast State Community College located 2425 TN-75, Blountville, TN 37617 (hereinafter NeSCC), and East Tennessee State University located at 1276 Gilbreath Dr. Johnson City, TN 37614 (hereinafter ETSU).

In the mutual interest in cooperation, TCAT, Ballad, Unicoi, WCDE, NeSCC, and ETSU enter into this Memorandum of Understanding (MOU) to promote joint educational and nursing career collaboration and agree as follows:

ARTICLE 1: SCOPE OF CAPABILITIES

1.1 Areas of capabilities are proposed by the partners and may include, but are not limited to:

- Articulated certificated/degree programs
- Joint teaching, participative activities

- Mobility of faculty and students between institutions
- Staff equipment training, student CNA testing sites
- Sharing or creation of educational materials and resources

1.2 Any specific activity developed under this MOU shall be detailed in a subsequent agreement, signed by each institution's authorized signatory, which will describe the scope of the proposed activity, intended outcomes, budget, and responsible departments or individuals.

1.3 All activities shall be subject to the availability of funds from the grant and the approval of each partners' authorized representatives.

ARTICLE 2: Capabilities

2.1 A joint collaborative effort to increase the population of students entering into the nursing field starting with CNA to LPN and Registered Nurses.

2.2 Unicoi and WCDE students will be exposed to the nursing field in elementary and middle school and high school educational career through participative activities and educational courses.

2.3 Students will be provided through Ballad with an alternative pathway toward their nursing assistant (CNA) certification. This pathway will provide additional opportunities beyond the traditional high school classroom.

2.4 Students will receive a certificate and potential licensure as a Licensed Practical Nurse (LPN) with TCAT. This licensure translates into selective and transferable credits to partnering institutions, NeSCC and ETSU, when advancing in their nursing education and career.

ARTICLE 3: Roles and Responsibilities

Each partner will participate in the NURSE Grant Steering Committee meetings throughout the MOU agreement in conjunction with their individual responsibilities that are directly connected to the GIVE grant.

ARTICLE 4: Evidence of Engagement

- 4.1 Students who graduate from the CNA and LPN programs will receive certifications/licensure from the partnering institutions.
- 4.2 Participation by partners and participants in grant activities will be documented by signature.
- 4.3 Evidence of student participation in activities will be filed in student portfolios.
- 4.4 All partners will collect outcome data via institution specific means.
- 4.5 Enrollment in Ballad alternative CNA pathway Certificated program
- 4.6 Membership and participation on partner Advisory Councils

ARTICLE 5: Detailed Nature of Partnership

5.1 Unicoi and WCDE will provide

- CNA training and clinical opportunities
- housing, maintenance, and inventory of equipment purchased by the grant
- work-based learning opportunities
- career exploration for kindergarten through 8th grade
- identification of students interested in nursing career pathways
- formal career interest surveys and aptitude assessments
- participation in the NURSE grant Steering Committee
- school space for career recruitment activities and allow enrichment opportunities

5.2 Ballad will provide

- clinical sites for healthcare education for Certified Nursing Assistant and Licensed practical Nursing certificate education programs
- general school student introduction to healthcare work environments
- license nursing team members and clinical educators to support student education at all age levels regarding nursing health care career opportunity for classroom and event enrichment experiences
- volunteer opportunities for high school students in addition to employment opportunities as certified nursing assistants (CNA) for those participating in the CNA certification program

- participation in the NURSE Grant Steering Committee

5.3 TCAT-E will provide

- lead entity of the NURSE grant
- coordination and management of partners and activities, reporting, contract monitoring and audit
- the fiscal agent of the NURSE grant
- location for site-visits

5.4 NeSCC and ETSU will provide

- facilitation for dual enrollment courses for general education requirements toward degrees
- participate in NURSE grant enrichment activities
- provide admission and enrollment information for pending TCAT-E graduates
- provide space for NURSE grant project meetings
- designate a representative to serve on NURSE grant project committees

Signatures of Partners

For Tennessee College of Applied

Technology, Elizabethton

Dean Blevins, President DATE:

9/5/19

For Ballard Health

Lisa Smithgall, PhD, RNC-NIC, CPNP-PC,

NEA-BC

9/3/19

APPROVED BY BALLAD LEGAL

DEPARTMENT

For Northeast State Community College

Bethany Flora

Dr. Bethany Flora, President

DATE: 9-5-19

For Unicoi County Schools

John English, Director of Schools

DATE: 9-5-19

For Washington County Department of

Education

William R. Flanary

Dr. William Flanary, Director of Schools

DATE: 9/5/19

For East Tennessee State University

Dr. Wendy Nehring, Dean of the College of

Nursing

"DRAFT"

DATE:

9/5/19

Appendix D

Letters of Support

First Tennessee Development District

Northeast Tennessee Workforce Board/American Job Center

Johnson City Chamber of Commerce

Unicoi County Chamber of Commerce

NHC Healthcare Johnson City



First Tennessee DEVELOPMENT DISTRICT

REGIONAL PROGRESS • REGIONAL COOPERATION

3211 N. ROAN STREET • JOHNSON CITY, TN • 37601

PH: 423.928.0224 • FAX: 423.928.5209

WWW.FTDD.ORG

CARTER

Elizabethton
Watauga

8/30/2019

GREENE

Baileyton
Greeneville
Mosheim
Tusculum

Dear GIVE grant reviewers:

Please accept this letter of support for the TCAT Elizabethton's work with Unicoi County Schools and Washington County Schools to create a nursing pathway to address the shortage of nurses in our region.

HANCOCK

Sneedville

HAWKINS

Bulls Gap
Church Hill
Mount Carmel
Rogersville
Surgoinsville

The TCAT's GIVE grant request "Engage Students – Create Nurses" allows for students to work with Ballad Health professionals to learn more about the nursing profession and spend time in focused clinical experiences. Some 45 high school students from Daniel Boone, David Crockett and Unicoi County High Schools will have the opportunity to sit for their industry accepted certified nurse assistant certification. This certification will allow them to begin the pathway for further education at either the TCAT, Northeast State Community College or East Tennessee State University depending on what their choice for the next level of degree attainment might be. With the CNA certification, students will have multiple career choices from nursing homes to hospitals.

JOHNSON

Mountain City

SULLIVAN

Bluff City
Bristol
Kingsport

Through my work at the First Tennessee Development District, I am keenly aware of the nursing shortage and interest in promoting health care careers to students. Through this partnership, our region will have a trained and certified pool of candidates to help take care of this shortage.

UNICOI

Erwin
Unicoi

Regards,



Lottie Ryans

WASHINGTON

Johnson City
Jonesborough

Director Workforce & Literacy Initiatives

follow us:



August 26, 2019

Mike Krause
Governor's Investment in Vocational Education (GIVE)
404 James Robertson Parkway, Suite 1900
Nashville, TN 37243

Dear Mr. Krause,

As a representative of the American Job Center and WIOA program, I am writing to express support for the Tennessee College of Applied Technology – Elizabethton's grant application and their plan for the use of the GIVE grant to fund NURSE Northeast TN United Response for Successful Education. Kathy Bullen has shared her program plans, budget plans, and sustainability plans for the GIVE grant. I have met with Kathy and her team on the NURSE project for the GIVE grant and I am excited for a future partnership towards serving our community. I know Kathy due to her current involvement with our local workforce development agency. She has been instrumental in the success of our current nursing participants in the WIOA program. Most students credit their success to Ms. Bullen and her involvement in their educational careers.

As a partner agency, the American Job Center acknowledges specific roles and responsibilities we will fulfill in this partnership. In the event this proposal is funded, we would expect our role in NURSE to include:

- Community access to internet and job listings in Unicoi and Washington county
- Job Search tools – Labor Market Information
- Career Assessments geared towards the Health Profession (specifically nursing)
- Workshops on Resume writing, Interviewing (Including Mock Interviews), Computer skills, and career choices (specific to healthcare/nursing)
- Use of our business center by the community in Unicoi and Washington county including fax, telephones, copier, printer
- WIOA scholarships for eligible individuals – Paid Work Experience
- Career fairs and resource fairs (we can offer space, set-up, education information and guidance, & career counselors)

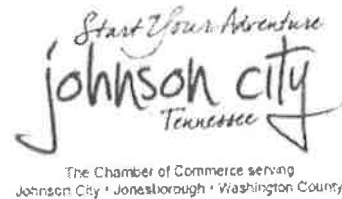
The American Job Center and WIOA program will be able to benefit from the NURSE program because it will allow us to identify potential participants for our various programs. The main objective of the American Job Center is self-sufficient employment in an in-demand occupation. The NURSE program Kathy has created will help the American Job Center by assisting the individuals in our community towards self-sufficient wages. I give full support and we are committed to the sustainability of the NURSE program. I look forward to seeing the success of the NURSE project and look forward to our future partnership and our continued partnership with the Tennessee College of Applied Technology – Elizabethton.

Sincerely,



Johanna Miller, GCDF, CSP
Career Specialist
American Job Center
Johnson City, TN 37601
423-610-0222 Ext. 204

AmericanJobCenter
TENNESSEE



August 29, 2019

Dear GIVE Grant Review Committee:

The Chamber of Commerce serving Johnson City/Jonesborough/Washington County areas and the region. We are organized to promote business, enhance economic and community development. We serve as a catalyst for improving the overall quality of life in the community and region. It is our pleasure to write this letter of support for the Governor's Investment in Vocational Education (GIVE) Initiative.

Our community is grateful and fortunate to have access to premium healthcare services that spans the spectrum of need. But, we know there is a shortage of bedside nurses in our hospital settings. Nursing is a fantastic career for a multitude of reasons and this initiative will give access to more educational and vocational avenues leading to careers in the nursing field. With so many pathways in we fully support the efforts of this grant to "Engage Students-Create Nurses".

With GIVE communities would have the funding and flexibility to build programs that best reflect local needs and work directly with private industry to structure programming. GIVE would also provide funding for high school juniors and seniors to utilize four, fully-funded dual enrollment credits for trade and technical programs. With access to four credits, students would now be better prepared for entry into the workforce within two years of graduation.

GIVE is a key step for the future of our kids and ensuring we can fill the jobs of tomorrow.

Sincerely,

Bob Cantler

President/CEO

c: Board of Directors



Unicoi County Chamber of Commerce
P.O. Box 713 - 100 South Main Avenue
Erwin, TN 37650
(423) 743-3000
www.unicoicounty.org

August 28, 2019

Dear GIVE Grant Review Committee:

Please accept this letter in support of the GIVE Grant application submitted by Tennessee College of Applied Technology – Elizabethton and partners. The proposed efforts will positively impact our community in many ways.

Ballad Health and Unicoi County Schools are active members of our Chamber of Commerce and principal partners on this grant effort.

Our community is grateful and fortunate to have access to premium healthcare services that spans the spectrum of need. But, we know there is a shortage of bedside nurses in our hospital settings. Current Unicoi County students and adults will have access to more educational and vocational avenues leading to careers in the nursing field.

Our citizens depend on our health care resources in our community. The Unicoi County Chamber of Commerce fully supports the efforts of this grant to “Engage Students – Create Nurses”. If you have any questions, please give me a call.

Thank you,

A handwritten signature in cursive script that reads "Amanda Delp".

Amanda Delp
Executive Director



September 6, 2019

Dear GIVE Grant Review Committee:

Please accept this letter in support of the grant application submitted by the Tennessee College of Applied Technology – Elizabethton (TCAT-E) and partners.

We are a regional health care system providing rehabilitative and long-term care to citizens in our community. Three of our local facilities provide clinical learning opportunities for students at TCAT-E and other higher educational institutions in the region.

Participation in grant programming provides recruiting avenues as well as identified paths for our employees to further their education and skill set as practicing licensed nurses. We support CNA education in high schools through active fund-raising activities here at NHC which provide supplies and equipment to local high school classrooms to enhance learning opportunities.

The continued workforce development of nursing as a profession benefits our communities and we are committing to assist the activities of this grant to "Engage Students – Create Nurses".

Thank you,

A handwritten signature in dark ink, appearing to read "Tyler Williams", is positioned above the printed name.

Tyler Williams
Administrator

APPENDIX E - Budget

NURSE GRANT BUDGET				
GIVE Program Competitive Grant				
The grant budget line-item amounts below shall be applicable only to expenses incurred during the following				
Applicable Period: BEGIN: October 24, 2019 END: April 25, 2022				
POLICY 03 Object Line-item Reference	EXPENSE OBJECT LINE-ITEM CATEGORY ¹	GRANT CONTRACT	GRANTEE PARTICIPATION	TOTAL PROJECT
1, 2	Salaries, Benefits & Taxes	0.00	0.00	117,782.00
4, 15	Professional Fee, Grant & Award ²	0.00	0.00	0.00
5, 6, 7, 8, 9, 10	CNA supplies, consumable and non-consumable products for education, training, and testing.			
	Printing & Publications	0.00	0.00	24,600.00
11, 12	Travel, Conferences & Meetings	0.00	0.00	10,830.00
13	Interest ²	0.00	0.00	0.00
14	Insurance	0.00	0.00	0.00
16	Specific Assistance To Individuals	0.00	0.00	0.00
17	Depreciation ²	0.00	0.00	0.00
18	Other Non-Personnel ²	0.00	0.00	6,500.00
20	Capital Purchase ²	0.00	0.00	325,584.00

¹ Each expense object line-item shall be defined by the Department of Finance and Administration Policy 03, Uniform Reporting Requirements and Cost Allocation Plans for Sub recipients of Federal and State Grant Monies, Appendix A. (posted on the Internet at: www.state.tn.us/finance/act/documents/policy3.pdf).

² Applicable detail follows this page if line-item is funded.

22	Indirect Cost	0.00	0.00	38,824.00
24	In-Kind Expense	0.00	0.00	0.00
25	GRAND TOTAL	0.00	0.00	524,120.00